

SOUTHERN CALIFORNIA EMPLOYMENT ROUND TABLE (SCERT) PRESENTS

**THE 2006 SCERT FALL CONFERENCE AND
CAROL F. SCHILLER AWARD LUNCHEON**

“Racial Discrimination Redefined”

Thursday, November 9, 2006

Race and its related forms of discrimination, including national origin, are still among the most frequently alleged bases of employment discrimination under both federal and California law. People of color are more likely than Whites to work in lower-paying jobs and less likely to work in higher-paying jobs.

In April 2006, the U.S. Equal Employment Opportunity Commission (EEOC) released a new section of its Compliance Manual on “Race and Color Discrimination”. This 51-page guidance discusses what race discrimination encompasses, including examples of how it affects work assignments, performance evaluations, training, appearance and grooming standards, compensation, and disciplinary action; the importance of conducting thorough complaint investigations, and how employers can evaluate employment decisions to determine if there is a racial motive. It presents a new concept in discrimination law, that of intersectional discrimination.

At this conference, you will learn about the comprehensive guidance, and what employers must do to prevent such discrimination and harassment.

Program

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| 7:30 a.m. | Registration/Networking/Continental Breakfast |
| 8:00 a.m. | GENERAL SESSIONS
Welcome/Introductions/SCERT Mission - <i>Marcia Haight</i> , Haight Consulting, SCERT Chairperson
Announcements - <i>Sharon Agnew</i> , Sr. Manager, EEO/AA Compliance, Amgen, Conference Chair
Welcome - <i>Wanda Kirby</i> , Chief Deputy Director, California Department of Fair Employment and Housing (DFEH) |
| 8:10 a.m. | DFEH Update - <i>Suzanne Ambrose</i> , Director, DFEH |
| 8:30 a.m. | EEOC Update - <i>Olophius Perry</i> , Director, L.A. District Office, EEOC |
| | Legal Update - <i>Pamela Thomason</i> , Sexual Harassment and Title IX Officer, UCLA |
| 9:00 a.m. | New EEOC Guidance on Race and Color Discrimination: What Employers Should Know and Do
<i>Nancy Abell</i> , Defense Counsel, Paul Hastings |
| 10:15 a.m. | Break |
| 10:30 a.m. | A Closer Look at the New Guidance
<i>Corbett Anderson</i> , Trial Attorney, EEOC, and Author of the New Guidance |
| 11:30 a.m. | Break for Lunch |
| 11:45 p.m. | CAROL F. SCHILLER AWARD LUNCHEON
Presentation of Award: <i>Wanda Kirby</i> , Chief Deputy Director, DFEH
Remarks by Award Recipient: <i>Cari Dominguez</i> , Immediate Former Chair of the EEOC |
| 1:15 p.m. | Break |
| 1:30 p.m. | Racial Harassment
<i>Angela Alioto</i> , Plaintiff’s Counsel, The Law Office of Mayor Joseph L. Alioto & Angela Alioto (<i>Ms. Alioto recently prevailed in a race discrimination case that yielded the largest award ever for that type of case.</i>) |
| 3:00 p.m. | Adjournment |

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REGISTER NOW!

☐ Check for \$ _____ enclosed.

☐ I will need this reasonable accommodation during the conference:

Name: _____

Title: _____

Company: _____

Address: _____

E-mail Address: _____

Type of Business: _____

Number of Employees: _____

Reservations accepted on a "first come, first served" basis. No refunds, but substitutions will be granted. You will not receive confirmation of your reservation.

Questions?

Contact Cathy Bell
(310) 206-3476 Telephone
(310) 206-3622 Fax
cbell@conet.ucla.edu

\$ 110.00 before October 15

**\$ 150 October 15
until November 6, 2006**

***Fee includes continental breakfast,
lunch, and resource materials***

Register by November 6!

Send your check to:
SCERT, Inc.
Ms. Cathy Bell
2241 Murphy Hall, UCLA
Box 951405
Los Angeles, CA 90095-1405

Conference Site:

Wilshire Grand Hotel
930 Wilshire Blvd. (at Figueroa)
2nd Floor
Los Angeles
Metro Station at Figueroa and 7th is just across the street.

Parking:

Wilshire Grand Garage
\$10.00

From the 110S:

Exit Wilshire Blvd., turn
left, crossing over the
freeway to Francisco St.
Turn right onto Francisco
St., and turn left into the
Wilshire Grand Garage.

From the 110N:

Exit 9th St., turn left on
Figueroa, and left on 7th St.
Turn right at the next street
which is Francisco St.
Make an immediate right
into the Wilshire Grand
Garage.

ABOUT THE CAROL F. SCHILLER AWARD

In memory of Carol, SCERT has established the Carol F. Schiller Award to honor and acknowledge her commitment to civil rights.

Carol F. Schiller actively contributed to the civil rights movement in Southern California for more than 25 years as an advocate for fair housing in the San Fernando Valley and, later, as a friend and colleague at the Department of Fair Employment and Housing. From 1983 to 1990, in her capacity as Deputy Director and Regional Administrator of DFEH, Carol fought with tireless commitment and dedication to further the cause of civil rights in the Southern California area. She died in 1991.

The award has been presented in the past to such civil rights notables as **David Barclay**, former Corporate Vice President, Workforce Diversity, Hughes Electronic Corporation; **Osias Goren**, former Chair, Fair Employment and Housing Commission; **Eleanor Hoskins**, Executive Director, Career Planning Center; **Connie Rice**, Human and Civil Rights Lawyer; **Frank Quevedo**, Vice President of Equal Opportunity, Southern California Edison; **Rafer Johnson**, Olympic Gold Medalist and Community Advocate; **Jon Davidson**, Supervising Attorney, Lambda Legal Defense & Educational Fund; **Steward Kwoh**, President & Executive Director, Asian Pacific American Legal Center; **Betty Wilson**, Assistant Executive Director of the City of Los Angeles Department on Disability; **Irene Esparza Portillo**, Executive Director of Project Amiga; **Joyce Rowland**, Senior Vice President of Human Resources, Sempra Energy; **Eve Hill**, Executive Director, Western Law Center for Disability Rights; **Robin S. Toma**, Executive Director, Los Angeles County Human Relations Commission; **Sandra Evers Manley**, Corporate Director, Workforce Diversity, EEO and Contributions Program, Northrop Grumman Corporations; **Berlinda Fontenot-Jamerson**, Director of Diversity Consulting, Health Net., Inc.; and 2005 recipient **Abby J. Leibman**, Principal, Leibman and Associates.

THE SOUTHERN CALIFORNIA EMPLOYMENT ROUND TABLE (SCERT),
a non-profit corporation, is a partnership between the California Department of Fair Employment and Housing and volunteer employer representatives. Its mission is to help employers understand issues related to employment discrimination and promote the elimination of discrimination. It also seeks to facilitate a constructive relationship between the Department and employer community.

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